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ABSTRACT

The academic rank distribution of full-time faculty at Canadian universities is examined and the potential rank distribution until 1984-1985 is projected. Changes in the distribution are simulated assuming that the number of full-time teachers remains constant during that period. At the national level, three separate projections are presented simulating possible promotion trends for full-time university teachers between 1978-1979 and 1984-1985. It was assumed, for these projections, that the proportion of full professors would increase annually by 0.5, 0.8, and 1.0 percentage points and for associate professors by 1.0, 1.5, and 2.0 percentage points, respectively, with a corresponding decline at the two junior ranks. The results of the projections show that by 1984, 76.5 percent to 87.0 percent of the professoriate will be holding one of the two senior ranks, with considerable variation among the 45 universities. About 66 percent of the full-time academic staff at Canadian universities are now at those levels. Data are presented on the median salary of full-time university teachers by rank; academic rank distribution of full-time university teachers; projected rank distribution of full-time university teachers; median age of teachers by rank and teaching field; academic rank distribution by teaching field; and percentage increase in median salary by academic rank. Appendices include explanatory notes and detailed data on actual and projected rank distribution of full-time faculty for each university and province for each year in the period 1975-1976 through 1984-1985. (SC)

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Statistics
Canada

Potential Academic Rank Distribution of Full-Time Faculty at Canadian Universities - 1975-76 to 1984-85

prepared for the Colloquium

Data Needs of Higher Education
in the Eighties

(March 26, 1979)

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HE011572

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March 22, 1979

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This is the second of a series of discussion papers on the characteristics of full-time university teachers. The first was entitled "The Age Structure and Anticipated Retirement and Replacement Demand for Full-time Faculty by Province and University (1977-78 to 1987-88)". This report deals with the academic rank distribution of full-time faculty at Canadian universities.

The primary purpose of this report is to project potential rank distribution until 1984-85 at the national level.[1] Based on past developments, changes in the distribution have been simulated assuming that the number of full-time teachers remains constant during the period under discussion. These projections are not predictions and must be seen as only some of several possible outcomes.[2]

Continuation of recent promotion trends could mean that, by 1984, between 77% and 87% of the full-time academic staff at Canadian universities will be full or associate professors. Around 66% are now at those levels. The financial implications of this shift alone are considerable, from 1967-68 to 1977-78 the median salary in current dollars of all professors more than doubled: from $11,400 to $27,000 and that of full professors increased from $17,100 to $36,800. (Table 1)

Rank distribution has fluctuated over the last 20 years. Before the sixties

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1. The rank category below lecturer or instructor has been excluded, as well as the "other" category" which includes "ungraded" faculty, primarily visiting professors. The 1976-77 totals in these two categories were 2,167. Appendix A gives a more comprehensive description of the coverage.

2. For 45 universities with provincial sub-totals, a potential rank distribution has been simulated: see Appendix B.

Table 1

Median Salary of Full-time University Teachers by Rank, 1967-68 to 1978-79

	1967-68	1968-69	1969-70	1970-71	1971-72	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78*	1978-79**
Full Professor	$17,081	$18,516	$19,870	$21,504	$22,579	$23,950	$25,200	$27,400	$31,500	$34,100	$36,800	$38,400
Associate Professor	12,988	14,058	15,012	16,057	16,848	17,550	18,500	20,000	23,100	25,500	27,600	28,500
Assistant Professor	10,228	11,030	11,837	12,701	13,321	13,900	14,700	16,000	18,550	20,450	21,850	22,150
Rank Below Assistant Prof.	7,990	8,649	9,441	10,002	10,521	11,050	11,800	12,850	14,850	16,300	17,500	17,950
Other	10,425	11,581	14,050	12,545	13,017	11,900	13,000	15,450	17,550	19,750	22,500	25,800
Total	11,403	12,224	13,265	14,248	15,084	16,000	17,150	18,950	22,350	24,900	27,050	28,450
Salary Index (Total)	100.0	107.2	116.3	124.9	132.3	140.3	150.4	166.2	196.0	218.4	237.2	249.5
Consumer Price Index (Calendar Year e.g. 1967)	100.0	104.0	108.8	112.4	115.6	121.2	130.2	144.5	160.1	172.1	185.9	202.5
Higher Education Price Index for the U.S. (Kent Halstead, U.S. Government)	100.0	106.0	113.2	121.0	128.6	135.8	143.0	153.1	166.1	177.2	188.7	201.3

* Excluding the universities of Laval, Moncton, and Saskatchewan
** Based on 50% (15,318) faculty members reported.

the proportion of full-time teachers at the two senior ranks (full and associate professor) was more than 50%, but during the rapid expansion of the sixties this percentage declined, hitting a low of 46.0% in 1970-71. It has since increased steadily to 66.0% seven years later. (Table 2)

For the national level, three separate projections are presented simulating possible promotion trends for full-time university teachers between 1978-79 and 1984-85. The premises on which these three projections are based rely on historical trends as well as present and future factors which have been identified, explicitly or implicitly, by the authors. In Appendix A, "Explanatory Notes", the rationale for some assumptions has been elaborated. They are an integral part of the study and a prerequisite for interpreting the projections. Between 1970-71 and 1977-78, the annual increase of full professors was 1.3 percentage points and that of associate professors 1.6 percentage points -- with a corresponding decline for the two junior ranks.

These distributional shifts occurred during the seven-year period when the number of full-time university teachers increased, on the average, by about 1,000 annually, thus inflating the denominator. For the projections, the number of permanent full-time positions are held constant -- there is, in fact, the probability of an absolute reduction in the size of the professoriate. For this exercise, however, the denominator for calculating the distributional changes in rank has been kept constant. If the number of permanent positions is reduced this will, in all likelihood, lead to a further increase in the

Table 2

Academic Rank Distribution of Full-time University Teachers, 1967-68 to 1977-78

	1967-68	1968-69	1969-70	1970-71	1971-72	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78**
	(in percent)										
Full Professor	18.5	18.5	18.6	18.8	21.3	21.7	23.2	24.5	25.7	26.7	27.8
Associate Professor	25.2	26.3	26.8	27.2	29.1	29.9	32.5	34.2	35.6	37.1	38.2
Sub-total	43.7	44.8	45.4	46.0	50.4	51.6	55.7	58.7	61.3	63.8	66.0
Assistant Professor	37.0	37.9	38.0	37.7	37.4	37.2	34.7	33.2	31.3	29.7	28.0
Rank below Assistant Prof.	19.3	17.3	16.6	16.3	12.2	11.1	9.8	8.1	7.4	6.5	6.0
Sub-total	56.3	55.2	54.6	54.0	49.6	48.3	44.5	41.3	38.7	36.2	34.0
Number Reported*	16,132	18,865	21,268	23,786	26,973	27,771	28,399	29,959	30,784	31,676	N/A

* Includes the "other" category of teachers ungraded and visiting professors.

** Estimates based on 40 universities.

share of the two senior ranks independent of any other consideration -- provided there are no countervailing measures. Another uncertainty exists about the possible substitution of term appointments for permanent positions which have become vacant.

It has been assumed, for the three projections, that the proportion of full professors will increase annually by 0.5, 0.8 and 1.0 percentage points and for associate professors by 1.0, 1.5 and 2.0 percentage points, respectively, with a corresponding decline at the two junior ranks. The results of this projection show that by 1984, 76.5% to 87.0% of the professoriate will be holding one of the two senior ranks, with considerable variation among the 45 universities. (Table 3)

The projection period, up until 1982, coincides with continued expansion of the student source population (18-24-year-olds) from about 3.2 million to 3.4 million. Thereafter, the age group declines to 2.6 million by the mid-1990s. It was assumed that the enrolment rate would decline until 1982-83, but the number of full-time equivalent university students and that of the full-time university teachers would remain fairly constant, though there may be a tendency to decline by 1984-85.[3] Again, there may be substantial regional as well as institutional variations which cannot be explored here.

An ideal rank distribution cannot be prescribed or even advocated. Is the pyramid,

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3. Budgetary constraints and/or shifts in students' preferences might lead to termination of employment for senior faculty in certain disciplines, which might result in a decelerated growth in the two senior ranks.

Table 3

Projected Rank Distribution of Full-time University Teachers, 1978-79 to 1984-85

Academic Year	Full Professor			Associate Professor			Sub-total Two Senior Ranks			Assistant Professor			Lecturer/ Instructor			Two Junior Ranks		
	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C
	(0.5)	(0.8)	(1.0)	(1.0)	(1.5)	(2.0)	(1.5)	(2.3)	(3.0)	(-1.1)	(-1.7)	(-2.2)	(-0.4)	(-0.6)	(-0.8)	(-1.5)	(-2.3)	(-3.0)
1978-79	28.3	28.6	28.8	39.2	39.7	40.2	67.5	68.3	69.0	26.9	26.3	25.8	5.6	5.4	5.2	32.5	31.7	31.0
1979-80	28.8	29.4	29.8	40.2	41.2	42.2	69.0	70.6	72.0	25.8	24.6	23.6	5.2	4.8	4.4	31.0	29.4	28.0
1980-81	29.3	30.2	30.8	41.2	42.7	44.2	70.5	72.9	75.0	24.7	22.9	21.4	4.8	4.2	3.6	29.5	27.1	25.0
1981-82	29.8	31.0	31.8	42.2	44.2	46.2	72.0	75.2	78.0	23.6	21.2	19.2	4.4	3.6	2.8	28.0	24.8	22.0
1982-83	30.3	31.8	32.8	43.2	45.7	48.2	73.5	77.5	81.0	22.5	19.5	17.0	4.0	3.0	2.0	26.5	22.5	19.0
1983-84	30.8	32.6	33.8	44.2	47.2	50.2	75.0	79.8	84.0	21.4	17.8	14.8	3.6	2.4	1.2	25.0	20.2	16.0
1984-85	31.3	33.4	34.8	45.2	48.7	52.2	76.5	82.1	87.0	20.3	16.1	12.6	3.2	1.8	0.4	23.4	17.9	13.0

Note: The percentage in brackets indicate for the projections A, B and C the assumptions on which the distributed shifts are based. The number of full-time university teachers has been kept constant at 32,000 during the projection period.

for example, a more appropriate model? In any event, there is clearly need of employment and research opportunities for recent Ph.D. graduates.

For the 45 universities, a separate projection has been undertaken. By assuming an annual increase in full professors of 0.8 percentage points and a growth in associate professors of 1.5 percentage points, indications are that some universities will have close to 90% at the two senior ranks whereas at others this proportion might be considerably lower. Each university could recalculate its own promotion pattern, based on its own past and anticipated trends, by taking into account institutional policies with regard to promotion, hiring for replacement positions and the possible reduction in full-time teaching positions. These matters are subject to negotiation at the university level.

The replacement demand on account of retirement and mortality would average, with zero net mobility, 2.0% each year. It has been assumed that junior faculty will be given preference to fill these positions rather than visiting professors or term appointments. This is reflected in the "net" promotion figure.

These projections, both at the national and the institutional level, depict a situation which raises questions about the financial resources required as well as about creativity and productivity in research.

It has been noted that, at the national level, the two senior ranks rose to around two-thirds of the total by 1977-78. Even assuming a deceleration of promotions in the next few years, by 1984-85 full and associate professors might account for between 77% and 87%.

However, regional as well as institutional variations reflecting partly the past historical trends may be substantial. Universities established in the sixties, or which expanded rapidly during the last decade, have a lower percentage of teachers at the two senior ranks than do smaller institutions with fewer professional and graduate programs. In contrast, more than 70% of the faculty at some of the older and larger universities such as McGill, Queen's, Toronto, Saskatchewan and Alberta were full or associate professors in 1977-78.

The rank structure of full-time university teachers, and changes which have occurred and are likely to occur in the future, give some indication of age composition and salary. Age and rank, of course are directly correlated. For example, in 1975-76 the median age of full professors was 49 and of associate professors 40, whereas that of assistant professors was 34 and of instructors and lecturers 32, with variation by teaching field. (Table 4)

Rank distribution also varies by teaching field at the national level, and within each university. As Table 5 shows, the sciences have a larger percentage at the two senior ranks, whereas human sciences have a smaller

Table 4

Median Age of Full-Time University Teachers
by Rank and Teaching Field, 1975-76

Teaching Field	Full Professor	Associate Professor	Assistant Professor	Next Rank Below	Other	Total
Education	50	42	37	33	38	41
Fine and Applied Arts	52	42	36	31	38	40
Humanities	51	41	36	33	37	41
Social Sciences & Related	47	38	33	30	35	37
Agriculture & Biological Sciences	49	40	33	31	32	40
Engineering & Applied Sciences	47	39	34	32	41	41
Health Sciences	50	42	36	33	33	41
Mathematics & Physical Sciences	47	38	33	31	37	39
Other	52	40	35	33	33	34
All Fields	49	40	34	32	35	39

proportion (for example, 60% for the social sciences as compared with 79% in engineering). The smaller percentage reflects partly the later growth in social sciences, fine and applied arts and education. However, the purpose of this paper is to outline potential rank distribution at the national level and not variations by sex, discipline, qualifications and size of university. Other reports might investigate these characteristics.

Salary can be examined here, for it is usually a direct consequence of rank. Table 1 gives salary by academic rank for the years from 1967-68 to 1978-79. Over this inflationary period, salaries for every category of teacher more than doubled. The median salary in current dollars of full professors went from $17,100 in 1967-68 to $38,400 in 1978-79. Yet the median salary for all teachers increased more rapidly than that for each individual rank, indicating that promotion has a marked effect on total salaries. The median for all ranks rose from $11,400 to $28,450 during the twelve years. For the last five years (1972-73 to 1977-78) the total annual increase was about two percentage points greater than the increase for individual ranks (Table 6). The salary data do not include fringe benefits and additional income derived from continuing education teaching and summer school.[4]

Relating academic rank to salary level shows the potential increase in unit costs, although recent overlaps in salary ranges make the implications of rank distribution less obvious.

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4. A recent American study by Everett C. Ladd and Seymor Martin Lipset, reported in the New York Times (July 9, 1978), stated: "...in assessing faculty incomes you have to look beyond the salaries they receive.

Table 5

Academic Rank Distribution of Full-time University Teachers by Teaching Field, 1976-77

Teaching Field	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	Sub-Total	Other	Total
Education	504 (17.4)	1,058 (36.6)	1,040 (35.9)	291 (10.1)	2,893 (100.0)	333	3,226
Fine and Applied Arts	192 (17.3)	381 (34.2)	424 (38.1)	116 (10.4)	1,113 (100.0)	144	1,257
Humanities	1,309 (24.2)	2,144 (39.6)	1,637 (30.3)	318 (5.9)	5,408 (100.0)	353	5,761
Social Sciences	1,724 (24.0)	2,580 (35.9)	2,347 (32.7)	529 (7.4)	7,180 (100.0)	570	7,750
Mathematics and Physical Sciences	788 (35.0)	812 (36.1)	552 (24.5)	100 (4.4)	2,252 (100.0)	140	2,392
Engineering and Applied Sciences	826 (37.8)	897 (41.0)	378 (17.3)	85 (3.9)	2,186 (100.0)	173	2,359
Health Science	1,105 (26.5)	1,339 (32.1)	1,392 (33.4)	337 (8.1)	4,173 (100.0)	191	4,364
Mathematics and Physical Sciences	1,333 (33.5)	1,657 (41.7)	883 (22.2)	104 (2.6)	3,977 (100.0)	263	4,240
Sub-total	7,781 (26.7)	10,868 (37.2)	8,653 (29.7)	1,880 (6.4)	29,182 (100.0)	2,167	31,349
Not reported	92 (34.6)	56 (21.0)	80 (30.1)	38 (14.3)	266 (100.0)	58	324
Total	7,873 (26.7)	10,924 (37.1)	8,733 (29.7)	1,918 (6.5)	29,448 (100.0)	2,225	31,673

Note: Percentage distribution by rank in brackets.

Table 6

Percentage Increase in Median Salary by Academic Rank, 1972-73 to 1978-79

Academic Rank	1972-73 to 1973-74	1973-74 to 1974-75	1974-75 to 1975-76	1975-76 to 1976-77	1976-77 to 1977-78	1977-78 to 1978-79*
Full Professor	5.3	8.7	14.4	8.6	7.2	5.7
Associate Professor	5.4	8.1	16.3	9.5	8.6	3.4
Assistant Professor	5.8	8.8	17.0	8.7	7.6	2.3
Rank below Assistant Professor	6.8	8.9	17.1	7.6	9.2	1.1
TOTAL (excludes other)	8.1	10.3	18.0	10.4	8.7	5.7

*Excludes Moncton, Acadia, Dalhousie, York, Manitoba, Saskatchewan and the universities of Quebec.

In this context the proportion of each faculty in tenured positions must be considered. No national figures are available, but it has been estimated that at least two-thirds of the full-time teachers are tenured.[5] Another feature that affects the situation is that about 65% of the full-time faculty now work under collective agreements or special contracts. Dr. Eigil Pedersen, Vice-principal of McGill University, has stated: "While there is in theory a great distinction between tenure on the one hand and job security on the other, in actual practice tenure has been treated as if it were job security."[6] Tenure makes the system somewhat inflexible. Thus as the expected enrolment decline occurs, and if there is corresponding decline in faculty positions, assistant professors and lecturer/instructors would be first to go, as the senior faculty is usually protected through tenure. This would skew the rank distribution even more toward senior levels. Moreover, traditionally, the higher the rank the less undergraduate teaching is done by faculty members, whose responsibilities have shifted to graduate supervision and research.

Anticipated shifts to the two senior ranks might mean that a growing percentage of the operating budgets would have to be allocated to salaries. This possibility has aroused concern, as greater claims are being placed on the

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5. Tenure is normally the result of 4 to 5 years of probationary appointment, followed by a tenure review process. Tenure frequently provides job security and other benefits, but does not preclude termination for cause or on account of financial exigencies. Tenure regulations stipulate the procedures necessary for termination.

6. Canadian Association of University Business Officers/National Association of Canadian University Business Officers (CAUBO/NACUBO) Annual Meeting, Montreal, July 12-14, 1978, Eigil Pedersen's paper "Current Issues in Canadian Higher Education", page 4.

financial resources of the universities by non-academic staff, who outnumber the full-time faculty two to one, by part-time teachers and teaching assistants, and by other areas of expenditure such as student support programs, libraries and research equipment.

The past, present and anticipated rank distribution for Canadian universities has been presented to reveal trends to decision-makers at both the university and the government levels, and to enable them to compare the circumstances in various institutions. By drawing attention to the increasing imbalance in rank distribution, this projection may stimulate action which would, thereby, render these projections less valid.

The important consideration is the overall pattern rather than specific data. The latter may look precise, but should be viewed as an outline of past and present trends, and not as a definite prediction of the future.

APPENDIX A

Explanatc. Notes*

Rank distribution for three years, 1975-76, 1976-77 and 1977-78, was obtained from the "University Full-time Teaching Staff System". For some universities, particularly in Quebec, 1976-77 data were substituted for 1977-78, since these institutions have not yet reported. Data are submitted for all full-time teaching staff employed in public or private degree-granting institutions. Parent institutions report for university-level-affiliated or otherwise-related colleges.

The six categories of academic rank are:

1. Full professor
2. Associate professor
3. Assistant professor
4. Lecturer or instructor
5. Rank below category 4
6. Other (ungraded, primarily visiting professors).

Teaching staff includes:

- All teachers within faculties (colleges, schools, etc.), whether or not they hold an academic rank (teachers without an academic rank are referred to as ungraded)

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* This information has been adapted from the Manual of the "University Full-time Teaching Staff System". The Post-secondary Section of the Education, Science and Culture Division (in particular Françoise Jean-Marie) has been most helpful in programming the tables.

- Academic staff in teaching hospitals

- Visiting academic staff in faculties (colleges, schools, etc.)

Staff members excluded from this survey are:

- Administrators (whether classified as academic or not) responsible for administration, i.e., president, vice-presidents, registrar, comptroller, etc.

- Administrative assistants within faculties (colleges, schools, etc.)

- Librarians

- Non-academic support staff in both faculties (colleges, schools, etc.) and other university departments

- Markers, demonstrators, laboratory assistants, etc.

- Graduate teaching assistants

- Post-doctoral fellows

- Academic staff within faculties (colleges, schools, etc.) hired as researchers rather than teachers

Full-time is defined as:

- Staff appointed on a full-time basis whose term of appointment is less than a year

- Staff appointed to a full-time position for the complete academic year

It is necessary to explain the rationale for using the percentage point increases suggested for the promotion pattern (1978-79 to 1984-85). As background, although the 18-24-year-old source population will be expanding until 1982, there are indications that the enrolment rate will decline. Some reasons for this development have been outlined in the recent study by Dr. Zoltan Zsigmond "Out of School - Into the Labour Force" (Statistics Canada). It is reasonable, therefore, to assume that until the early eighties the number of full-time equivalent students will remain constant and then is likely to decline from 1982-83 to the mid-90's by about 20%.

Under these circumstances, it is unlikely that the universities will increase the number of full-time university teachers for the next few years. The financial constraints imposed by most provinces in funding their universities, add another element of uncertainty.

The impact on the number of full-time university positions that will be available is difficult to ascertain at this point. However, it appears more likely that the universities will attempt to reduce the number of their permanent professoriate before the anticipated decline in the source population will set in by the early eighties. Since the replacement demand, including retirement and mortality, will be in the neighbourhood of 2.0% each year (assuming zero net mobility), this provides limited opportunity to hire

faculty at junior ranks, particularly if there is a tendency to replace these positions with term appointments and visiting professors, who are outside the regular faculty structure.

Another feature is that, although the annual percentage point change at the two senior ranks was 2.9 between 1970-71 and 1977-78, this figure under-represents the actual change since, during this seven-year period, the number of full-time university teachers increased from 24,600 to over 32,000. This meant that a net of around 1,000 university teachers was added each year. Consequently, the denominator in the calculations was inflated, particularly if one assumes that the majority of these appointments were made at the two junior ranks (assistant professor and lecturer/instructor). Since for the next seven years a similar expansion is not envisaged, it seems reasonable to keep the total number of faculty constant for the period 1978-79 to 1984-85. Hence, the assumptions that each year the proportion of full professors might increase by 0.5, 0.8, or 1.0 percentage points, and that of associate professors by 1.0, 1.5, or 2.0 percentage points.

Another qualification relates to promotion. Promotion to the two senior ranks, especially to the full professor level, might become more difficult. But this fact has been taken into account by lowering the 1.3 percentage point annual increase for full professor (since 1970-71) to the proportions suggested.

As mentioned in the text, the union contracts and tenure regulations frequently stipulate that tenure is the over-riding consideration when reducing the number of permanent positions if financial contingencies develop.

(It should be remembered that all these assumptions are based on an understanding of the present environment; elements in these might undergo unforseeable changes in either direction, e.g. faster or slower promotions.)

Moving to the disaggregation of rank promotion for each university, the projected percentage point changes in rank distribution ideally should have been adapted from the historical pattern for each university, rather than from the nationally aggregated figures being used as proxies for each institution. A few examples illustrate divergencies in rank distribution.

At Queen's and Toronto, 72% and 74% of the professoriate are already at the two senior ranks -- as compared with 28% for Mt. St. Vincent and 50% for the University of Winnipeg. It is likely that promotion at the former would be slower than at the latter. However, if those institutions with a relatively large percentage at the two senior ranks were forced to reduce numbers for financial or other reasons, this would likely affect the more junior ranks. Under these circumstances, the suggested promotion pattern

might even occur at those universities which expanded earlier and therefore have proportionately a larger percentage of senior faculty.

It might appear more realistic to use a decelerating pattern (e.g., from 0.8 percentage points for full professors in 1978-79 to 0.75 percentage points) for the following year instead of fixed percentage point changes in rank distribution. Readers can make their own specific calculations of anticipated promotion patterns, using different assumptions.

As discussed in the text, union contracts, collective agreements and tenure regulations stipulate, for most institutions, that university teachers are considered for promotion after a number of years at a particular rank. Although promotion from assistant to associate professor is not automatic, the existing traditional pressures and regulations have led to promotions in most cases, or have delayed them only temporarily. The promotion pattern from associate to full professor is often more complex and frequently involves different criteria.

Those university teachers who were hired at the junior ranks during the early seventies are now eligible for promotion and this is reflected in the assumption that the associate professor's rank would increase by 1.5 percentage points each year. Even modifying these assumptions, the likely proportion in the two senior ranks would be in the neighbourhood of 80%. This is already the case for certain disciplines, such as

engineering, physics and chemistry.

Although actual promotion might not occur, the across-the-board increases stipulated by collective bargaining agreements and the increasing overlap in salary structure among the academic ranks means that the unit cost of instruction might increase, with or without promotion. This is especially true, of course, in a time of continuing high inflation.

Variations in the number reported for some universities over the three years may indicate changes in the definition of full-time university teachers. Similar discrepancies occasionally appear in the academic rank distribution. All these observations show the complexity of assumptions which underlie the projection exercise for the university system. The quoted figures should serve more to indicate a trend rather than the actual reality for 1984.

As already noted, the simple extrapolation technique is a static simulation which does not address itself to inter-university mobility or mobility between other employment sectors and the universities, and its potential implications for the academic rank distribution.

It is technically feasible to develop a transition matrix which indicates probability of promotion and attrition. Such an approach might facilitate a better understanding of future promotion and attrition patterns. However, even if these rates have been reasonably stable in the past, this might not

be the case for the future. Such a modeling exercise would be desirable, but is unlikely to negate the basic findings of the present study, i.e. that the proportion of full-time faculty to senior ranks will probably continue to increase for the next few years with an inherent tendency to perpetuate an imbalance in faculty rank distribution.*

* We are indebted to R.I. Patterson, Ministry of State for Science and Technology, for his critical suggestions and technical reference (e.g., A. Young "Demographic and Ecological Models for Manpower Planning"; A. Young & Gwen Almond "Predicting Distributions of Staff": United Kingdom)

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Prince Edward Island	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	10	8.3	47	38.8	44	36.4	20	16.5	121	100.0	0	0	121
1976-77 *	9 (-0.4)	7.9	46 (1.6)	40.4	48 (5.7)	42.1	11 (-6.9)	9.6	114	100.0	0	0	114
1977-78 *	8 (-1.1)	6.8	53 (4.5)	44.9	48 (-1.7)	40.7	9 (-2.0)	7.6	118	100.0	0	0	118
1978-79	9	7.6	55	46.4	46	38.9	8	7.1	118	100.0	0	0	118
1979-80	10	8.4	57	47.9	44	37.1	8	6.6	118	100.0	0	0	118
1980-81	11	9.2	58	49.4	42	35.3	7	6.1	118	100.0	0	0	118
1981-82	12	10.0	60	50.9	40	33.5	7	5.6	118	100.0	0	0	118
1982-83	13	10.8	62	52.4	37	31.7	6	5.1	118	100.0	0	0	118
1983-84	14	11.6	64	53.9	35	29.9	5	4.6	118	100.0	0	0	118
1984-85	15	12.4	65	55.4	33	28.1	5	4.1	118	100.0	0	0	118

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Memorial	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76*	109	16.5	161	24.4	310	47.0	79	12.0	659	100.0	6	14	679
1976-77*	146 (2.6)	19.1	258 (9.4)	33.8	308 (-6.6)	40.4	51 (-5.3)	6.7	763	100.0	1	1	765
1977-78*	153 (-.1)	19.0	307 (4.4)	38.2	297 (-3.5)	36.9	47 (-.9)	5.8	804	100.0	1	0	805
1978-79	159	19.8	319	39.7	282	35.1	43	5.3	803	100.0	1	0	804
1979-80	166	20.6	331	41.2	267	33.3	39	4.8	803	100.0	1	0	804
1980-81	172	-21.4	343	42.7	253	31.5	35	4.3	803	100.0	1	0	804
1981-82	178	22.2	355	44.2	239	29.7	31	3.8	803	100.0	1	0	804
1982-83	185	23.0	367	45.7	224	27.9	27	3.3	803	100.0	1	0	804
1983-84	191	23.8	379	47.2	210	26.1	23	2.8	803	100.0	1	0	804
1984-85	198	24.6	391	48.7	195	24.3	19	2.3	803	100.0	1	0	804

* The asterick indicates the actual number of full-time university professors in 1975-76 and 1976-77 and for most universities also in 1977-78. The projection assumes that the share of the two senior ranks will increase by a constant 0.8% for full professors and 1.5% for associate professors. Correspondingly, the two junior ranks will decline by the same percentage points each year.

Actual and Projected Rank Distribution of Full-time Faculty by Province, 1975-76 to 1984-85

Nova Scotia	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total	Rank below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	No.	No.	No.
1975-76	284	19.6	467	32.2	537	37.1	159	11.0	1,447	20	1	1,468
1976-77	298	20.1 (0.5)	515	34.7 (2.4)	520	35.1 (-2.0)	150	10.1 (-0.9)	1,483	20	1	1,504
1977-78	308	20.4 (0.3)	556	36.7 (2.0)	520	34.4 (-0.7)	129	8.5 (-1.6)	1,513	22	0	1,535
1978-79	310	20.5	564	37.3	511	33.8	128	8.5	1,513	22	0	1,535
1979-80	312	20.6	572	37.8	502	33.2	127	8.4	1,513	22	0	1,535
1980-81	314	20.7	581	38.4	493	32.6	126	8.3	1,513	22	0	1,535
1981-82	316	20.9	589	38.9	484	32.0	125	8.3	1,513	22	0	1,535
1982-83	318	21.0	597	39.4	475	31.4	124	8.2	1,513	22	0	1,535
1983-84	320	21.1	605	40.0	466	30.8	123	8.1	1,513	22	0	1,535
1984-85	323	21.3	613	40.5	458	30.3	122	8.1	1,513	22	0	1,535

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Acadia	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	40	20.5	41	21.0	71	36.4	43	22.1	195	100.0	0	0	195
1976-77 *.....	47 (3.6)	24.1	46 (2.6)	23.6	67 (-2.0)	34.4	35 (-4.2)	17.9	195	100.0	0	0	195
1977-78 *.....	46 (-0.9)	23.2	55 (4.2)	27.8	68 (-0.1)	34.3	29 (-3.3)	14.6	198	100.0	0	0	198
1978-79	48	24.0	58	29.3	64	32.5	28	14.1	198	100.0	0	0	198
1979-80	49	24.8	61	30.8	61	30.7	27	13.6	198	100.0	0	0	198
1980-81	51	25.6	64	32.3	57	28.9	26	13.1	198	100.0	0	0	198
1981-82	52	26.4	67	33.8	54	27.1	25	12.6	198	100.0	0	0	198
1982-83	54	27.2	70	35.3	50	25.3	24	12.1	198	100.0	0	0	198
1983-84	55	28.0	73	36.8	47	23.5	23	11.6	198	100.0	0	0	198
1984-85	57	28.8	76	38.3	43	21.7	22	11.1	198	100.0	0	0	198

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Dalhousie	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76*	186	25.1	229	30.9	254	34.2	73	9.8	742	100.0	11	0	753
1976-77*	192 (0.0)	25.1	257 (2.7)	33.6	247 (-1.9)	32.3	69 (-0.8)	9.0	765	100.0	14	0	779
1977-78*	201 (0.8)	25.9	276 (1.9)	35.5	243 (-1.0)	31.3	57 (-1.7)	7.3	777	100.0	13	0	790
1978-79	207	26.7	287	37.0	229	29.5	53	6.8	776	100.0	13	0	789
1979-80	214	27.5	299	38.5	215	27.7	49	6.3	777	100.0	13	0	790
1980-81	220	28.3	311	40.0	201	25.9	45	5.8	777	100.0	13	0	790
1981-82	226	29.1	322	41.5	187	24.1	41	5.3	777	100.0	13	0	790
1982-83	232	29.9	334	43.0	173	22.3	37	4.8	777	100.0	13	0	790
1983-84	239	30.7	346	44.5	159	20.5	33	4.3	777	100.0	13	0	790
1984-85	245	31.5	357	46.0	145	18.7	30	3.8	777	100.0	13	0	790

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Mount St. Vincent	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76*.....	3	3.9	18	23.4	44	57.1	12	15.6	77	100.0	5	0	82
1976-77*.....	5 (1.7)	5.6	18 (-3.2)	20.2	45 (-6.5)	50.6	21 (8.0)	23.6	89	100.0	6	0	95
1977-78*.....	8 (3.0)	8.6	18 (-0.8)	19.4	49 (2.1)	52.7	18 (-4.2)	19.4	93	100.0	6	0	99
1978-79	9	9.4	19	20.9	47	50.9	18	18.9	93	100.0	6	0	99
1979-80	9	10.2	21	22.4	46	49.1	17	18.4	93	100.0	6	0	99
1980-81	10	11.0	22	23.9	44	47.3	17	17.9	93	100.0	6	0	99
1981-82	11	11.8	24	25.4	42	45.5	16	17.4	93	100.0	6	0	99
1982-83	12	12.6	25	26.9	41	43.7	16	16.9	93	100.0	6	0	99
1983-84	13	13.4	26	28.4	39	41.9	15	16.4	93	100.0	6	0	99
1984-85	13	14.2	28	29.9	37	40.1	15	15.9	93	100.0	6	0	99

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Nova Scotia College of Art & Design	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	2	4.9	20	48.8	19	46.3	0	0.0	41	100.0	1	0	42
1976-77 *	1 (-2.2)	2.7	19 (2.6)	51.4	15 (-5.8)	40.5	2	5.4	37	100.0	0	1	38
1977-78 *	1 (0.1)	2.6	21 (3.9)	55.3	16 (1.6)	42.1	0	0.0	38	100.0	3	0	41
1978-79	1	3.4	22	56.8	15	39.8	0	0.0	38	100.0	3	0	41
1979-80	2	4.2	22	58.3	14	37.5	0	0.0	38	100.0	3	0	41
1980-81	2	5.0	23	59.8	13	35.2	0	0.0	38	100.0	3	0	41
1981-82	2	5.8	23	61.3	13	32.9	0	0.0	38	100.0	3	0	41
1982-83	2	6.6	24	62.8	12	30.6	0	0.0	38	100.0	3	0	41
1983-84	3	7.4	24	64.3	11	28.3	0	0.0	38	100.0	3	0	41
1984-85	3	8.2	25	65.8	10	26.0	0	0.0	38	100.0	3	0	41

Note: -0.5 from Lecturer/Instructor included in Assistant Professor from 1978-79.

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Nova Scotia Technical College	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	12	18.5	38	58.5	13	20.0	2	3.1	65	100.0	0	1	66
1976-77 *	13 (1.2)	19.7	36 (-4.0)	54.5	14 (1.2)	21.2	3 (1.4)	4.5	66	100.0	0	0	66
1977-78 *	13 (-0.6)	19.1	37 (-0.1)	54.4	14 (-0.6)	20.6	4 (1.4)	5.9	68	100.0	0	0	68
1978-79	14	19.9	38	55.9	13	18.8	4	5.4	68	100.0	0	0	68
1979-80	14	20.7	39	57.4	12	17.0	3	4.9	68	100.0	0	0	68
1980-81	15	21.5	40	58.9	10	15.2	3	4.4	68	100.0	0	0	68
1981-82	15	22.3	41	60.4	9	13.4	3	3.9	68	100.0	0	0	68
1982-83	16	23.1	42	61.9	8	11.6	2	3.4	68	100.0	0	0	68
1983-84	16	23.9	43	63.4	7	9.8	2	2.9	68	100.0	0	0	68
1984-85	17	24.7	44	64.9	5	8.0	2	2.4	68	100.0	0	0	68

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

St. Francis Xavier	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	19	11.9	55	34.6	74	46.5	11	6.9	159	100.0	3	0	162
1976-77 *.....	20 (0.7)	12.6	62 (4.6)	39.2	70 (-2.2)	44.3	6 (-3.1)	3.8	158	100.0	0	0	158
1977-78 *.....	21 (0.4)	13.0	67 (2.2)	41.4	71 (-0.5)	43.8	3 (-1.9)	1.9	162	100.0	0	0	162
1978-79	22	13.8	70	42.9	68	42.0	2	1.4	162	100.0	0	0	162
1979-80	24	14.6	72	44.4	65	40.2	1	0.9	162	100.0	0	0	162
1980-81	25	15.4	74	45.9	62	38.4	1	0.4	162	100.0	0	0	162
1981-82	26	16.2	77	47.4	59	36.1	0	0.0	162	100.0	0	0	162
1982-83	28	17.0	79	48.9	55	34.0	0	0.0	162	100.0	0	0	162
1983-84	29	17.8	82	50.4	51	31.7	0	0.0	162	100.0	0	0	162
1984-85	30	18.6	84	51.9	48	29.4	0	0.0	162	100.0	0	0	162

Note: -0.5 from Lecturer/Instructor is included in Assistant/Professor from 1980-81.

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Saint Mary's	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	22	13.1	66	39.3	62	36.9	18	10.7	168	100.0	0	0	168
1976-77 *	20 (-1.5)	11.6	77 (5.2)	44.5	62 (-1.1)	35.8	14 (-2.6)	8.1	173	100.0	0	0	173
1977-78 *	18 (-1.4)	10.2	82 (1.8)	46.3	59 (-2.5)	33.3	18 (2.1)	10.2	177	100.0	0	0	177
1978-79	19	11.0	85	47.8	56	31.5	17	9.7	177	100.0	0	0	177
1979-80	21	11.8	87	49.3	53	29.7	16	9.2	177	100.0	0	0	177
1980-81	22	12.6	90	50.8	50	27.9	15	8.7	177	100.0	0	0	177
1981-82	24	13.4	93	52.3	46	26.1	14	8.2	177	100.0	0	0	177
1982-83	25	14.2	95	53.8	43	24.3	14	7.7	177	100.0	0	0	177
1983-84	26	15.0	98	55.3	40	22.5	13	7.2	177	100.0	0	0	177
1984-85	28	15.8	100	56.8	37	20.7	12	6.7	177	100.0	0	0	177

Actual and Projected Rank Distribution of Full-time Faculty by Province, 1975-76 to 1984-85

New Brunswick	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76	178	19.3	261	28.3	361	39.2	121	13.1	921	100.0	48	0	969
1976-77	194	19.9 (0.6)	288	29.6 (1.3)	368	37.8 (-1.4)	123	12.6 (-0.5)	973	100.0	61	9	1,043
1977-78	209	22.3 (2.5)	307	32.7 (3.1)	317	33.8 (-4.0)	104	11.1 (-0.5)	938	100.0	61	9	1,008
1978-79	212	22.6	312	33.3	311	33.2	103	11.0	938	100.0	61	9	1,008
1979-80	214	22.8	317	33.8	305	32.6	102	10.9	938	100.0	61	9	1,008
1980-81	216	23.0	322	34.3	299	31.9	101	10.8	938	100.0	61	9	1,008
1981-82	218	23.2	326	34.8	294	31.3	100	10.7	938	100.0	61	9	1,008
1982-83	220	23.4	330	35.2	289	30.8	99	10.6	938	100.0	61	9	1,008
1983-84	222	23.7	334	35.6	284	30.3	98	10.4	938	100.0	61	9	1,008
1984-85	224	23.9	338	36.0	279	29.7	97	10.3	938	100.0	61	9	1,008

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Moncton	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	22	7.3	63	21.0	161	53.7	54	18.0	300	100.0	40	0	340
1976-77 *.....	26 (1.5)	8.8	74 (4.0)	25.0	150 (-3.0)	50.7	46 (-2.5)	15.5	296	100.0	36	9	341
1977-78	28	9.6	80	27.0	143	48.4	44	15.0	296	100.0	36	9	341
1978-79	31	10.4	84	28.5	138	46.6	43	14.5	296	100.0	36	9	341
1979-80	33	11.2	89	30.0	133	44.8	41	14.0	296	100.0	36	9	341
1980-81	36	12.0	93	31.5	127	43.0	40	13.5	296	100.0	36	9	341
1981-82	38	12.8	98	33.0	122	41.2	38	13.0	296	100.0	36	9	341
1982-83	40	13.6	102	34.5	117	39.4	37	12.5	296	100.0	36	9	341
1983-84	43	14.4	107	36.0	111	37.6	36	12.0	296	100.0	36	9	341
1984-85	45	15.2	111	37.5	106	35.8	34	11.5	296	100.0	36	9	341

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Mount Allison	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	30	24.6	30	24.6	40	32.8	22	18.0	122	100.0	0	0	122
1976-77 *	28 (-2.9)	21.7	43 (8.7)	33.3	39 (2.6)	30.2	19 (-3.3)	14.7	129	100.0	0	0	129
1977-78 *	31 (2.1)	23.8	48 (3.6)	36.9	33 (-4.8)	25.4	18 (-0.9)	13.8	130	100.0	0	0	130
1978-79	32	24.6	50	38.4	31	23.6	17	13.3	130	100.0	0	0	130
1979-80	33	25.4	52	39.9	28	21.8	17	12.8	130	100.0	0	0	130
1980-81	34	26.2	54	41.4	26	20.0	16	12.3	130	100.0	0	0	130
1981-82	35	27.0	56	42.9	24	18.2	15	11.8	130	100.0	0	0	130
1982-83	36	27.8	58	44.4	21	16.4	15	11.3	130	100.0	0	0	130
1983-84	37	28.6	60	45.9	19	14.6	14	10.8	130	100.0	0	0	130
1984-85	38	29.4	62	47.4	17	12.8	13	10.3	130	100.0	0	0	130

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

New Brunswick	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	126	25.2	168	33.7	160	32.1	45	9.0	499	100.0	8	0	507
1976-77 *.....	140 (0.3)	25.5	171 (-2.5)	31.2	179 (0.6)	32.7	58 (1.6)	10.6	548	100.0	25	0	573
1977-78 *.....	150 (3.8)	29.3	179 (3.8)	35.0	141 (-5.2)	27.5	42 (-2.4)	8.2	512	100.0	25	0	537
1978-79	154	30.1	187	36.5	132	25.7	39	7.7	512	100.0	25	0	537
1979-80	158	30.9	195	38.0	122	23.9	37	7.2	512	100.0	25	0	537
1980-81	162	31.7	202	39.5	113	22.1	34	6.7	512	100.0	25	0	537
1981-82	166	32.5	210	41.0	104	20.3	32	6.2	512	100.0	25	0	537
1982-83	170	33.3	218	42.5	95	18.5	29	5.7	512	100.0	25	0	537
1983-84	175	34.1	225	44.0	85	16.7	27	5.2	512	100.0	25	0	537
1984-85	179	34.9	233	45.5	76	14.9	24	4.7	512	100.0	25	0	537

Actual and Projected Rank Distribution of Full-time Faculty by Province, 1975-76 to 1984-85

Quebec	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76	1,333	21.4	2,186	35.0	2,129	34.1	591	9.5	6,239	100.0	0	493	6,732
1976-77	1,514	22.7	2,449	36.7	2,163	32.4	554	8.3	6,680	100.0	0	269	6,949
1977-78	1,566	23.4	2,583	38.7	2,007	30.0	522	7.8	6,680	100.0	0	269	6,949
1978-79	1,578	23.6	2,622	39.2	1,971	29.5	519	7.8	6,690	100.0	0	259	6,949
1979-80	1,590	23.7	2,661	39.7	1,936	28.9	516	7.7	6,703	100.0	0	246	6,949
1980-81	1,613	24.0	2,700	40.1	1,901	28.2	513	7.6	6,727	100.0	0	222	6,949
1981-82	1,626	24.1	2,740	40.6	1,867	27.7	510	7.6	6,743	100.0	0	206	6,949
1982-83	1,639	24.2	2,781	41.1	1,833	27.1	507	7.5	6,760	100.0	0	189	6,949
1983-84	1,652	24.4	2,823	41.6	1,800	26.6	504	7.4	6,779	100.0	0	170	6,949
1984-85	1,665	24.5	2,865	42.1	1,768	26.0	501	7.4	6,799	100.0	0	150	6,949

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Bishop's	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	20	29.8	23	34.3	23	34.3	1	1.5	67	100.0	0	0	67
1976-77 *	20 (1.0)	30.8	24 (2.6)	36.9	19 (-5.1)	29.2	2 (1.6)	3.1	65	100.0	0	0	65
1977-78	21	31.6	25	38.9	17	26.9	2	2.6	65	100.0	0	0	65
1978-79	21	32.4	26	40.4	16	25.1	1	2.1	65	100.0	0	0	65
1979-80	22	33.2	27	41.9	15	23.3	1	1.6	65	100.0	0	0	65
1980-81	22	34.0	28	43.4	14	21.5	1	1.1	65	100.0	0	0	65
1981-82	23	34.8	29	44.9	13	19.7	0	0.6	65	100.0	0	0	65
1982-83	23	35.6	30	46.4	12	17.9	0	0.1	65	100.0	0	0	65
1983-84	24	36.4	31	47.9	10	15.1	0	0.0	65	100.0	0	0	65
1984-85	24	37.2	32	49.4	8	12.8	0	0.0	65	100.0	0	0	65

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Concordia	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76*	98	15.3	274	42.7	226	35.2	43	6.7	641	100.0	0	1	642
1976-77*	110 (1.1)	16.4	306 (2.9)	45.6	217 (-2.9)	32.3	38 (-1.0)	5.7	671	100.0	0	10	681
1977-78	115	17.2	319	47.6	201	30.0	35	5.2	671	100.0	0	10	681
1978-79	121	18.0	329	49.1	189	28.2	32	4.7	671	100.0	0	10	681
1979-80	126	18.8	340	50.6	177	26.4	28	4.2	671	100.0	0	10	681
1980-81	132	19.6	350	52.1	165	24.6	25	3.7	671	100.0	0	10	681
1981-82	137	20.4	360	53.6	153	22.8	21	3.2	671	100.0	0	10	681
1982-83	142	21.2	370	55.1	141	21.0	18	2.7	671	100.0	0	10	681
1983-84	148	22.0	380	56.6	129	19.2	15	2.2	671	100.0	0	10	681
1984-85	153	22.8	390	58.1	117	17.4	11	1.7	671	100.0	0	10	681

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Laval	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	351	27.0	359	27.6	421	32.4	170	13.1	1,301	100.0	0	39	1,340
1976-77 *	397 (3.1)	30.1	369 (0.4)	28.0	378 (-3.8)	28.6	175 (0.2)	13.3	1,319	100.0	0	41	1,360
1977-78	408	30.9	396	30.0	347	26.3	169	12.8	1,319	100.0	0	41	1,360
1978-79	418	31.7	415	31.5	323	24.5	162	12.3	1,319	100.0	0	41	1,360
1979-80	429	32.5	435	33.0	299	22.7	156	11.8	1,319	100.0	0	41	1,360
1980-81	439	33.3	455	34.5	276	20.9	149	11.3	1,319	100.0	0	41	1,360
1981-82	450	34.1	475	36.0	252	19.1	142	10.8	1,319	100.0	0	41	1,360
1982-83	460	34.9	494	37.5	228	17.3	136	10.3	1,319	100.0	0	41	1,360
1983-84	471	35.7	514	39.0	205	15.5	129	9.8	1,319	100.0	0	41	1,360
1984-85	481	36.5	534	40.5	181	13.7	123	9.3	1,319	100.0	0	41	1,360

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

McGill	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	325	26.1	513	41.2	332	26.7	74	5.9	1,244	100.0	0	10	1,254
1976-77 *	355 (1.3)	27.4	540 (0.5)	41.7	332 (-1.1)	25.6	69 (-0.6)	5.3	1,296	100.0	0	10	1,306
1977-78	365	28.2	566	43.7	302	23.3	62	4.8	1,296	100.0	0	10	1,306
1978-79	376	29.0	586	45.2	279	21.5	56	4.3	1,296	100.0	0	10	1,306
1979-80	386	29.8	605	46.7	255	19.7	49	3.8	1,296	100.0	0	10	1,306
1980-81	397	30.6	625	48.2	232	17.9	43	3.3	1,296	100.0	0	10	1,306
1981-82	407	31.4	644	49.7	209	16.1	36	2.8	1,296	100.0	0	10	1,306
1982-83	417	32.2	664	51.2	185	14.3	30	2.3	1,296	100.0	0	10	1,306
1983-84	428	33.0	683	52.7	162	12.5	23	1.8	1,296	100.0	0	10	1,306
1984-85	438	33.8	702	54.2	139	10.7	17	1.3	1,296	100.0	0	10	1,306

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Montreal	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	335	22.8	547	37.3	418	28.5	167	11.4	1,467	100.0	0	129	1,596
1976-77 *.....	368 (1.6)	24.4	585 (1.6)	38.9	384 (-3.0)	25.5	168 (-0.2)	11.2	1,505	100.0	0	140	1,645
1977-78	379	25.2	616	40.9	349	23.2	161	10.7	1,505	100.0	0	140	1,645
1978-79	391	26.0	638	42.4	322	21.4	154	10.2	1,505	100.0	0	140	1,645
1979-80	403	26.8	661	43.9	295	19.6	146	9.7	1,505	100.0	0	140	1,645
1980-81	415	27.6	683	45.4	268	17.8	138	9.2	1,505	100.0	0	140	1,645
1981-82	427	28.4	706	46.9	241	16.0	131	8.7	1,505	100.0	0	140	1,645
1982-83	439	29.2	728	48.4	214	14.2	123	8.2	1,505	100.0	0	140	1,645
1983-84	452	30.0	751	49.9	187	12.4	116	7.7	1,505	100.0	0	140	1,645
1984-85	464	30.8	774	51.4	160	10.6	108	7.2	1,505	100.0	0	140	1,645

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Quebec	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	96	11.0	241	27.6	476	54.5	60	6.9	873	100.0	0	312	1,185
1976-77 *.....	142 (1.1)	12.1	399 (6.4)	34.0	573 (-5.7)	48.8	59 (-1.9)	5.0	1,173	100.0	0	68	1,241
1977-78	151	12.9	422	36.0	546	46.5	53	4.5	1,173	100.0	0	68	1,241
1978-79	161	13.7	440	37.5	524	44.7	47	4.0	1,173	100.0	0	68	1,241
1979-80	170	14.5	458	39.0	503	42.9	41	3.5	1,173	100.0	0	68	1,241
1980-81	179	15.3	476	40.5	482	41.1	35	3.0	1,173	100.0	0	68	1,241
1981-82	189	16.1	493	42.0	461	39.3	29	2.5	1,173	100.0	0	68	1,241
1982-83	198	16.9	510	43.5	440	37.5	24	2.0	1,173	100.0	0	68	1,241
1983-84	208	17.7	528	45.0	419	35.7	18	1.5	1,173	100.0	0	68	1,241
1984-85	217	18.5	545	46.5	398	33.9	12	1.0	1,173	100.0	0	68	1,241

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Sherbrooke	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 .*.....	108	16.7	229	35.4	233	36.1	76	11.8	646	100.0	0	2	648
1976-77 .*.....	122 (2.0)	18.7	226 (-0.7)	34.7	260 (3.8)	39.9	43 (-5.2)	6.6	651	100.0	0	0	651
1977-78	127	19.5	239	36.7	245	37.6	40	6.1	651	100.0	0	0	651
1978-79	132	20.3	249	38.2	233	35.8	36	5.6	651	100.0	0	0	651
1979-80	137	21.1	259	39.7	221	34.0	33	5.1	651	100.0	0	0	651
1980-81	143	21.9	268	41.2	210	32.2	30	4.6	651	100.0	0	0	651
1981-82	148	22.7	278	42.7	198	30.4	27	4.1	651	100.0	0	0	651
1982-83	153	23.5	288	44.2	186	28.6	24	3.6	651	100.0	0	0	651
1983-84	158	24.3	298	45.7	175	26.8	20	3.1	651	100.0	0	0	651
1984-85	163	25.1	307	47.2	163	25.0	17	2.6	651	100.0	0	0	651

Actual and Projected Rank Distribution of Full-time Faculty by Province, 1975-76 to 1984-85

Ontario	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76	3,113	28.1	3,935	35.5	3,230	29.2	800	7.2	11,078	100.0	181	89	11,348
1976-77	3,276	28.8 (0.7)	4,243	37.4 (1.9)	3,123	27.5 (-1.7)	711	6.3 (-0.9)	11,353	100.0	176	138	11,667
1977-78	3,380	29.9 (1.1)	4,280	37.8 (0.4)	2,968	26.2 (-1.3)	683	6.0 (-0.3)	11,311	100.0	156	159	11,626
1978-79	3,407	30.0	4,344	38.3	2,915	25.7	680	6.0	11,346	100.0	156	124	11,626
1979-80	3,434	30.2	4,409	38.7	2,863	25.2	677	5.9	11,383	100.0	156	87	11,626
1980-81	3,461	30.3	4,475	39.2	2,811	24.6	674	5.9	11,421	100.0	156	49	11,626
1981-82	3,489	30.4	4,542	39.6	2,760	24.1	671	5.9	11,462	100.0	156	8	11,626
1982-83	3,517	30.6	4,610	40.1	2,710	23.6	668	5.8	11,505	100.0	121	-	11,626
1983-84	3,545	30.7	4,679	40.5	2,661	23.0	665	5.8	11,550	100.0	76	-	11,626
1984-85	3,573	30.8	4,749	41.0	2,613	22.5	662	5.7	11,597	100.0	29	-	11,626

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Brock	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	51	23.6	77	35.6	78	36.1	10	4.6	216	100.0	2	1	219
1976-77 *.....	55 (1.5)	25.1	83 (2.3)	37.9	75 (-1.9)	34.2	6 (-1.9)	2.7	219	100.0	0	0	219
1977-78 *.....	55 (-0.1)	25.0	86 (1.2)	39.1	69 (-2.8)	31.4	10 (1.8)	4.5	220	100.0	0	0	220
1978-79	57	25.8	89	40.6	65	29.6	9	4.0	220	100.0	0	0	220
1979-80	59	26.6	93	42.1	61	27.8	8	3.5	220	100.0	0	0	220
1980-81	60	27.4	96	43.6	57	26.0	77	3.0	220	100.0	0	0	220
1981-82	62	28.2	99	45.1	53	24.2	6	2.5	220	100.0	0	0	220
1982-83	64	29.0	103	46.6	49	22.4	4	2.0	220	100.0	0	0	220
1983-84	66	29.8	106	48.1	45	20.6	3	1.5	220	100.0	0	0	220
1984-85	67	30.6	109	49.6	41	18.8	2	1.0	220	100.0	0	0	220

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Carleton	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	169	27.8	273	45.0	146	24.1	19	3.1	607	100.0	0	0	607
1976-77 *.....	173 (1.0)	28.8	276 (0.9)	45.9	133 (-2.0)	22.1	19 (0.1)	3.2	601	100.0	32	0	633
1977-78 *.....	174 (0.2)	28.1	285 (1.7)	46.0	129 (-0.6)	20.8	31	5.0	619	100.0	13	0	632
1978-79	179	28.9	294	47.5	118	19.0	28	4.5	619	100.0	13	0	632
1979-80	184	29.7	303	49.0	107	17.2	25	4.0	619	100.0	13	0	632
1980-81	189	30.5	313	50.5	95	15.4	22	3.5	619	100.0	13	0	632
1981-82	194	31.3	322	52.0	84	13.6	19	3.0	619	100.0	13	0	632
1982-83	199	32.1	331	53.5	73	11.8	16	2.5	619	100.0	13	0	632
1983-84	204	32.9	340	55.0	62	10.0	12	2.0	619	100.0	13	0	632
1984-85	209	33.7	350	56.5	51	8.2	9	1.5	619	100.0	13	0	632

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Guelph	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	216	30.3	257	36.1	204	28.6	35	4.9	712	100.0	8	0	720
1976-77 *.....	227 (-0.6)	29.7	267 (-1.2)	34.9	220 (0.2)	28.8	50 (1.6)	6.5	764	100.0	9	9	782
1977-78 *.....	234 (1.3)	31.0	267 (0.5)	35.4	215 (-0.3)	28.5	38 (-1.5)	5.0	754	100.0	11	9	774
1978-79	240	31.8	278	36.9	201	26.7	34	4.5	754	100.0	11	9	774
1979-80	246	32.6	290	38.4	188	24.9	30	4.0	754	100.0	11	9	774
1980-81	252	33.4	301	39.9	174	23.1	26	3.5	754	100.0	11	9	774
1981-82	258	34.2	312	41.4	161	21.3	23	3.0	754	100.0	11	9	774
1982-83	264	35.0	323	42.9	147	19.5	19	2.5	754	100.0	11	9	774
1983-84	270	35.8	335	44.4	133	17.7	15	2.0	754	100.0	11	9	774
1984-85	276	36.6	346	45.9	120	15.9	11	1.5	754	100.0	11	9	774

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Lakehead	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	30	12.4	78	32.2	104	43.0	30	12.4	242	100.0	0	4	246
1976-77 *	38 (3.5)	15.9	86 (3.8)	36.0	88 (-6.2)	36.8	27 (-1.1)	11.3	239	100.0	0	1	240
1977-78 *	44 (2.3)	18.2	100 (5.5)	41.5	77 (-4.8)	32.0	20 (-3.0)	8.3	241	100.0	0	1	242
1978-79	46	19.0	104	43.0	73	30.2	19	7.8	241	100.0	0	1	242
1979-80	48	19.8	107	44.5	68	28.4	18	7.3	241	100.0	0	1	242
1980-81	50	20.6	111	46.0	64	26.6	16	6.8	241	100.0	0	1	242
1981-82	52	21.4	114	47.5	60	24.8	15	6.3	241	100.0	0	1	242
1982-83	54	22.2	118	49.0	55	23.0	14	5.8	241	100.0	0	1	242
1983-84	55	23.0	122	50.5	51	21.2	13	5.3	241	100.0	0	1	242
1984-85	57	23.8	125	52.0	47	19.4	12	4.8	241	100.0	0	1	242

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Laurentian	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	24	7.9	75	24.7	146	48.0	59	19.4	304	100.0	7	13	324
1976-77 *	26 (0.6)	8.5	78 (0.8)	25.5	150 (1.0)	49.0	52 (-2.4)	17.0	306	100.0	4	13	323
1977-78 *	27 (0.0)	8.5	85 (1.3)	26.8	146 (-3.0)	46.0	59 (1.6)	18.6	317	100.0	4	13	334
1978-79	29	9.3	90	28.3	140	44.2	57	18.1	317	100.0	4	13	334
1979-80	32	10.1	94	29.8	134	42.4	56	17.6	317	100.0	4	13	334
1980-81	35	10.9	99	31.3	129	40.6	54	17.1	317	100.0	4	13	334
1981-82	37	11.7	104	32.8	123	38.8	53	16.6	317	100.0	4	13	334
1982-83	40	12.5	109	34.3	117	37.0	51	16.1	317	100.0	4	13	334
1983-84	42	13.3	114	35.8	112	35.2	49	15.6	317	100.0	4	13	334
1984-85	45	14.1	118	37.3	106	33.4	48	15.1	317	100.0	4	13	334

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

McMaster	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	273	33.9	247	30.6	246	30.5	40	5.0	806	100.0	0	0	806
1976-77 *	289 (1.0)	34.9	273 (2.4)	33.0	225 (-3.3)	27.2	41 (0.0)	5.0	828	100.0	3	0	831
1977-78 *	309 (0.4)	35.3	271 (-2.1)	30.9	246 (0.9)	28.1	50 (0.7)	5.7	876	100.0	1	0	877
1978-79	316	36.1	284	32.4	230	26.3	46	5.2	876	100.0	1	0	877
1979-80	323	36.9	297	33.9	215	24.5	41	4.7	876	100.0	1	0	877
1980-81	330	37.7	310	35.4	199	22.7	37	4.2	876	100.0	1	0	877
1981-82	337	38.5	323	36.9	183	20.9	32	3.7	876	100.0	1	0	877
1982-83	344	39.3	336	38.4	167	19.1	28	3.2	876	100.0	1	0	877
1983-84	351	40.1	350	39.9	152	17.3	24	2.7	876	100.0	1	0	877
1984-85	358	40.9	363	41.4	136	15.5	19	2.2	876	100.0	1	0	877

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Ottawa	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	230	24.6	283	30.3	311	33.3	111	11.9	935	100.0	0	0	935
1976-77 *	239 (1.0)	25.6	292 (1.0)	31.3	323 (1.3)	34.6	80 (-3.3)	8.6	934	100.0	0	0	934
1977-78 *	255 (1.4)	27.0	303 (0.8)	32.1	303 (-2.5)	32.1	84 (0.3)	8.9	945	100.0	0	0	945
1978-79	263	27.8	318	33.6	286	30.3	79	8.4	945	100.0	0	0	945
1979-80	270	28.6	332	35.1	269	28.5	75	7.9	945	100.0	0	0	945
1980-81	278	29.4	346	36.6	252	26.7	70	7.4	945	100.0	0	0	945
1981-82	285	30.2	360	38.1	235	24.9	65	6.9	945	100.0	0	0	945
1982-83	293	31.0	374	39.6	218	23.1	60	6.4	945	100.0	0	0	945
1983-84	301	31.8	388	41.1	201	21.3	56	5.9	945	100.0	0	0	945
1984-85	308	32.6	403	42.6	184	19.5	51	5.4	945	100.0	0	0	945

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Queen's	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	280	32.1	313	35.9	224	25.7	55	6.3	872	100.0	3	0	875
1976-77 *	288 (0.1)	32.2	337 (1.8)	37.7	214 (-1.7)	24.0	54 (-0.3)	6.0	893	100.0	5	1	899
1977-78 *	307 (2.8)	35.0	328 (-0.3)	37.4	199 (-1.3)	22.7	44 (-1.0)	5.0	878	100.0	6	2	886
1978-79	314	35.8	342	38.9	183	20.9	40	4.5	878	100.0	6	2	886
1979-80	321	36.6	355	40.4	168	19.1	35	4.0	878	100.0	6	2	886
1980-81	328	37.4	368	41.9	152	17.3	31	3.5	878	100.0	6	2	886
1981-82	335	38.2	381	43.4	136	15.5	26	3.0	878	100.0	6	2	886
1982-83	342	39.0	394	44.9	120	13.7	22	2.5	878	100.0	6	2	886
1983-84	349	39.8	407	46.4	104	11.9	18	2.0	878	100.0	6	2	886
1984-85	356	40.6	421	47.9	89	10.1	13	1.5	878	100.0	6	2	886

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Toronto	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	826	33.8	932	38.1	539	22.0	147	6.0	2,444	100.0	71	45	2,560
1976-77 *.....	864 (0.2)	34.0	999 (1.2)	39.3	542 (-0.7)	21.3	137 (-0.6)	5.4	2,542	100.0	51	113	2,706
1977-78 *.....	861 (1.3)	35.3	932 (-1.0)	38.3	520 (0.0)	21.3	123 (-0.4)	5.0	2,436	100.0	40	132	2,608
1978-79	880	36.1	970	39.8	475	19.5	110	4.5	2,436	100.0	40	132	2,608
1979-80	899	36.9	1,007	41.3	432	17.7	97	4.0	2,436	100.0	40	132	2,608
1980-81	918	37.7	1,044	42.8	388	15.9	85	3.5	2,436	100.0	40	132	2,608
1981-82	938	38.5	1,080	44.3	344	14.1	73	3.0	2,436	100.0	40	132	2,608
1982-83	957	39.3	1,117	45.8	300	12.3	61	2.5	2,436	100.0	40	132	2,608
1983-84	977	40.1	1,153	47.3	256	10.5	49	2.0	2,436	100.0	40	132	2,608
1984-85	996	40.9	1,189	48.8	213	8.7	37	1.5	2,436	100.0	40	132	2,608

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Trent	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	36	20.3	77	43.5	56	31.6	8	4.5	177	100.0	0	0	177
1976-77 *	40 (1.2)	21.5	74 (-3.7)	39.8	63 (2.3)	33.9	9 (0.3)	4.8	186	100.0	0	0	186
1977-78 *	40 (0.5)	22.0	82 (5.2)	45.0	55 (-3.7)	30.2	5 (-2.1)	2.7	182	100.0	0	0	182
1978-79	41	22.8	85	46.5	52	28.4	4	2.2	182	100.0	0	0	182
1979-80	43	23.6	87	48.0	49	26.6	3	1.7	182	100.0	0	0	182
1980-81	45	24.4	90	49.5	45	24.8	2	1.2	182	100.0	0	0	182
1981-82	46	25.2	93	51.0	42	23.0	1	0.7	182	100.0	0	0	182
1982-83	47	26.0	96	52.5	39	21.2	0	0.2	182	100.0	0	0	182
1983-84	49	26.8	98	54.0	35	19.1	0	0.0	182	100.0	0	0	182
1984-85	50	27.6	101	55.5	31	16.8	0	0.0	182	100.0	0	0	182

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Waterloo	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	245	31.5	279	35.9	219	28.1	35	4.5	778	100.0	3	21	802
1976-77 *.....	248 (-0.5)	31.0	307 (2.5)	38.4	200 (-3.1)	25.0	44 (1.0)	5.5	799	100.0	0	1	800
1977-78 *.....	263 (1.2)	32.8	309 (0.1)	38.5	189 (-1.5)	23.5	42 (-0.3)	5.2	803	100.0	0	2	805
1978-79	270	33.6	321	40.0	174	21.7	38	4.7	803	100.0	0	2	805
1979-80	276	34.4	333	41.5	160	19.9	34	4.2	803	100.0	0	2	805
1980-81	283	35.2	345	43.0	145	18.1	30	3.7	803	100.0	0	2	805
1981-82	289	36.0	357	44.5	131	16.3	26	3.2	803	100.0	0	2	805
1982-83	296	36.8	369	46.0	116	14.5	22	2.7	803	100.0	0	2	805
1983-84	302	37.6	381	47.5	102	12.7	18	2.2	803	100.0	0	2	805
1984-85	308	38.4	393	49.0	88	10.9	14	1.7	803	100.0	0	2	805

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Western	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76*	302	23.0	403	30.8	473	36.1	132	10.1	1,310	100.0	38	5	1,353
1976-77*	342 (2.4)	25.4	439 (1.8)	32.6	462 (-1.8)	34.3	104 (-2.4)	7.7	1,347	100.0	21	0	1,368
1977-78*	355 (0.1)	25.5	469 (1.1)	33.7	457 (-1.5)	32.8	110 (0.2)	7.9	1,391	100.0	31	0	1,422
1978-79	366	26.3	490	35.2	431	31.0	103	7.4	1,391	100.0	31	0	1,422
1979-80	377	27.1	511	36.7	406	29.2	96	6.9	1,391	100.0	31	0	1,422
1980-81	389	27.9	531	38.2	381	27.4	89	6.4	1,391	100.0	31	0	1,422
1981-82	399	28.7	553	39.7	356	25.6	82	5.9	1,391	100.0	31	0	1,422
1982-83	410	29.5	574	41.2	332	23.8	75	5.4	1,391	100.0	31	0	1,422
1983-84	421	30.3	594	42.7	307	22.0	68	4.9	1,391	100.0	31	0	1,422
1984-85	433	31.1	615	44.2	281	20.2	61	4.4	1,391	100.0	31	0	1,422

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Wilfrid Laurier	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	31	16.4	63	33.3	76	40.2	19	10.0	189	100.0	5	0	194
1976-77 *	32 (-0.5)	15.9	74 (3.5)	36.8	76 (-2.4)	37.8	19 (-0.6)	9.4	201	100.0	5	0	206
1977-78 *	37 (1.6)	17.5	82 (2.1)	38.9	69 (-5.1)	32.7	23 (1.5)	10.9	211	100.0	8	0	219
1978-79	39	18.3	85	40.4	65	30.9	22	10.4	211	100.0	8	0	219
1979-80	40	19.1	88	41.9	61	29.1	21	9.9	211	100.0	8	0	219
1980-81	42	19.9	92	43.4	58	27.3	20	9.4	211	100.0	8	0	219
1981-82	44	20.7	95	44.9	54	25.5	19	8.9	211	100.0	8	0	219
1982-83	45	21.5	98	46.4	50	23.7	18	8.4	211	100.0	8	0	219
1983-84	47	22.3	101	47.9	46	21.9	17	7.9	211	100.0	8	0	219
1984-85	49	23.1	104	49.4	42	20.1	16	7.4	211	100.0	8	0	219

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Windsor	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	169	34.5	187	38.2	119	24.3	15	3.1	490	100.0	1	0	491
1976-77 *.....	175 (0.4)	34.9	200 (1.6)	39.8	111 (2.2)	22.1	16 (0.1)	3.2	502	100.0	1	0	503
1977-78	179	35.7	210	41.8	99	19.8	14	2.7	502	100.0	1	0	503
1978-79	183	36.5	217	43.3	90	18.0	11	2.2	502	100.0	1	0	503
1979-80	187	37.3	225	44.8	81	16.2	9	1.7	502	100.0	1	0	503
1980-81	191	38.1	232	46.3	72	14.4	6	1.2	502	100.0	1	0	503
1981-82	195	38.9	240	47.8	63	12.6	4	0.7	502	100.0	1	0	503
1982-83	199	39.7	248	49.3	54	10.8	1	0.2	502	100.0	1	0	503
1983-84	203	40.5	255	50.8	44	8.7	0	0.0	502	100.0	1	0	503
1984-85	207	41.3	263	52.3	32	6.4	0	0.0	502	100.0	1	0	503

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

York	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	231	23.2	391	39.2	289	29.0	85	8.5	996	100.0	43	0	1,039
1976-77 *.....	240 (1.0)	24.2	458 (7.0)	46.2	241 (-4.7)	24.3	53 (-3.2)	5.3	992	100.0	45	0	1,037
1977-78 *.....	240 (1.4)	25.7	471 (4.1)	50.3	195 (-3.5)	20.8	30 (-2.1)	3.2	936	100.0	41	0	977
1978-79	248	26.5	485	51.8	178	19.0	25	2.7	936	100.0	41	0	977
1979-80	256	27.3	499	53.3	161	17.2	21	2.2	936	100.0	41	0	977
1980-81	263	28.1	513	54.8	144	15.4	16	1.7	936	100.0	41	0	977
1981-82	270	28.9	527	56.3	127	13.6	11	1.2	936	100.0	41	0	977
1982-83	278	29.7	541	57.8	110	11.8	7	0.7	936	100.0	41	0	977
1983-84	285	30.5	555	59.3	94	10.0	2	0.2	936	100.0	41	0	977
1984-85	293	31.3	569	60.8	75	8.0	0	0.0	936	100.0	41	0	977

Actual and Projected Rank Distribution of Full-time Faculty by Province, 1975-76 to 1984-85

Manitoba	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76	360	23.5	529	34.6	522	34.1	120	7.8	1,531	100.0	23	3	1,557
1976-77	384	24.8 (1.3)	560	36.2 (1.6)	498	32.2 (-1.9)	106	6.8 (-1.0)	1,548	100.0	23	3	1,574
1977-78	397	25.5 (0.7)	599	38.5 (2.3)	469	30.2 (-2.0)	89	5.7 (-1.1)	1,555	100.0	23	1	1,579
1978-79	400	25.7	608	39.0	461	29.6	88	5.7	1,557	100.0	22	0	1,579
1979-80	403	25.9	617	39.6	452	29.0	87	5.6	1,557	100.0	22	0	1,579
1980-81	406	26.0	625	40.1	443	28.4	86	5.5	1,560	100.0	19	0	1,579
1981-82	409	26.2	633	40.6	433	27.8	85	5.4	1,560	100.0	19	0	1,579
1982-83	412	26.3	643	41.1	425	27.2	84	5.4	1,564	100.0	15	0	1,579
1983-84	415	26.5	650	41.5	418	26.7	83	5.3	1,566	100.0	13	0	1,579
1984-85	418	26.7	660	42.1	406	25.9	82	5.2	1,566	100.0	13	0	1,579

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Brandon	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	18	14.5	29	23.4	57	46.0	20	16.1	124	100.0	4	3	131
1976-77 *	21 (2.0)	16.5	34 (3.4)	26.8	56 (-1.9)	44.1	16 (-3.5)	12.6	127	100.0	4	3	134
1977-78 *	21 (-0.2)	16.3	42 (5.8)	32.6	57 (0.2)	44.2	9 (-5.6)	7.0	129	100.0	6	1	136
1978-79	22	17.1	44	34.1	55	42.4	8	6.5	129	100.0	6	1	136
1979-80	23	17.9	46	35.6	52	40.6	8	6.0	129	100.0	6	1	136
1980-81	24	18.7	48	37.1	50	38.8	7	5.5	129	100.0	6	1	136
1981-82	25	19.5	50	38.6	48	37.0	6	5.0	129	100.0	6	1	136
1982-83	26	20.3	52	40.1	45	35.2	6	4.5	129	100.0	6	1	136
1983-84	27	21.1	54	41.6	43	33.4	5	4.0	129	100.0	6	1	136
1984-85	28	21.9	56	43.1	41	31.6	5	3.5	129	100.0	6	1	136

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Manitoba	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	326	26.5	438	35.6	384	31.2	84	6.8	1,232	100.0	4	0	1,236
1976-77 *	347 (1.3)	27.8	461 (1.4)	37.0	365 (-1.9)	29.3	73 (-1.0)	5.9	1,246	100.0	3	0	1,249
1977-78	356	28.6	486	39.0	336	27.0	67	5.4	1,246	100.0	3	0	1,249
1978-79	366	29.4	511	41.0	308	24.7	61	4.9	1,246	100.0	3	0	1,249
1979-80	376	30.2	530	42.5	285	22.9	55	4.4	1,246	100.0	3	0	1,249
1980-81	386	31.0	548	44.0	263	21.1	49	3.9	1,246	100.0	3	0	1,249
1981-82	396	31.8	567	45.5	240	19.3	42	3.4	1,246	100.0	3	0	1,249
1982-83	406	32.6	586	47.0	218	17.5	36	2.9	1,246	100.0	3	0	1,249
1983-84	416	33.4	604	48.5	196	15.7	30	2.4	1,246	100.0	3	0	1,249
1984-85	426	34.2	623	50.0	173	13.9	24	1.9	1,246	100.0	3	0	1,249

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Winnipeg	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	16	9.1	62	35.4	81	46.3	16	9.1	175	100.0	15	0	190
1976-77 *.....	16 (0.0)	9.1	65 (1.7)	37.1	77 (-2.3)	44.0	17 (0.6)	9.7	175	100.0	16	0	191
1977-78*.....	20 (2.0)	11.1	71 (2.3)	39.4	76 (-1.8)	42.2	13 (-2.5)	7.2	180	100.0	14	0	194
1978-79	21	11.9	74	40.9	73	40.4	12	6.7	180	100.0	14	0	194
1979-80	23	12.7	76	42.4	69	38.6	11	6.2	180	100.0	14	0	194
1980-81	24	13.5	79	43.9	66	36.8	10	5.7	180	100.0	14	0	194
1981-82	26	14.3	82	45.4	63	35.0	9	5.2	180	100.0	14	0	194
1982-83	27	15.1	84	46.9	60	33.2	8	4.7	180	100.0	14	0	194
1983-84	29	15.9	87	48.4	57	31.4	8	4.2	180	100.0	14	0	194
1984-85	30	16.7	90	49.9	53	29.6	7	3.7	180	100.0	14	0	194

Actual and Projected Rank Distribution of Full-time Faculty by Province, 1975-76 to 1984-85

Saskatchewan	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76	368	28.7	543	42.3	304	23.7	68	5.3	1,283	100.0	17	44	1,344
1976-77	416	31.3 (2.6)	532	40.1 (-2.2)	285	21.5 (-2.2)	94	7.1 (1.8)	1,327	100.0	19	7	1,353
1977-78	426	32.1 (0.8)	558	42.1 (2.0)	255	19.2 (-2.2)	87	6.6 (-0.5)	1,326	100.0	19	7	1,353
1978-79	429	32.4	564	42.5	250	18.9	83	6.2	1,326	100.0	19	7	1,353
1979-80	432	32.6	571	43.1	245	18.5	79	6.0	1,326	100.0	19	7	1,353
1980-81	435	32.8	577	43.5	240	18.1	75	5.6	1,326	100.0	19	7	1,353
1981-82	438	33.0	583	44.0	235	17.7	70	5.3	1,326	100.0	19	7	1,353
1982-83	441	33.3	590	44.5	230	17.3	65	4.9	1,326	100.0	19	7	1,353
1983-84	444	33.5	597	45.0	225	17.0	60	4.5	1,326	100.0	19	7	1,353
1984-85	448	33.8	603	45.5	220	16.6	55	4.1	1,326	100.0	19	7	1,353

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Regina	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	72	21.7	150	45.2	93	28.0	17	5.1	332	100.0	1	39	372
1976-77 *	82 (0.6)	22.3	151 (-4.2)	41.0	89 (-3.8)	24.2	46 (7.4)	12.5	368	100.0	2	6	376
1977-78	85	23.1	158	43.0	81	21.9	44	12.0	368	100.0	2	6	376
1978-79	88	23.9	164	44.5	74	20.1	42	11.5	368	100.0	2	6	376
1979-80	91	24.7	169	46.0	67	18.3	40	11.0	368	100.0	2	6	376
1980-81	94	25.5	175	47.5	61	16.5	39	10.5	368	100.0	2	6	376
1981-82	97	26.3	180	49.0	54	14.7	37	10.0	368	100.0	2	6	376
1982-83	100	27.1	186	50.5	47	12.9	35	9.5	368	100.0	2	6	376
1983-84	103	27.9	191	52.0	41	11.1	33	9.0	368	100.0	2	6	376
1984-85	106	28.7	197	53.5	34	9.3	31	8.5	368	100.0	2	6	376

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Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Saskatchewan	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	296	31.1	393	41.3	211	22.2	51	5.4	951	100.0	16	5	972
1976-77 *	334 (3.7)	34.8	381 (-1.6)	39.7	196 (-1.8)	20.4	48 (-0.4)	5.0	959	100.0	17	1	977
1977-78	341	35.6	400	41.7	174	18.1	43	4.5	959	100.0	17	1	977
1978-79	349	36.4	415	43.2	157	16.3	38	4.0	959	100.0	17	1	977
1979-80	357	37.2	429	44.7	139	14.5	34	3.5	959	100.0	17	1	977
1980-81	364	38.0	443	46.2	122	12.7	29	3.0	959	100.0	17	1	977
1981-82	372	38.8	458	47.7	105	10.9	24	2.5	959	100.0	17	1	977
1982-83	380	39.6	472	49.2	87	9.1	19	2.0	959	100.0	17	1	977
1983-84	387	40.4	487	50.7	70	7.3	14	1.5	959	100.0	17	1	977
1984-85	395	41.2	501	52.2	53	5.5	10	1.0	959	100.0	17	1	977

Actual and Projected Rank Distribution of Full-time Faculty by Province, 1975-76 to 1984-85

Alberta	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76	752	30.2	1,022	41.0	560	22.5	156	6.3	2,490	100.0	1	59	2,550
1976-77	832	32.1 (2.1)	1,056	40.8 (-0.2)	550	21.2 (-1.3)	153	5.9 (-0.4)	2,591	100.0	0	44	2,635
1977-78	918	33.9 (1.8)	1,082	40.0 (-0.8)	550	20.3 (-0.9)	156	5.8 (-0.1)	2,706	100.0	0	70	2,776
1978-79	925	34.0	1,098	40.4	540	19.9	155	5.7	2,718	100.0	0	58	2,776
1979-80	932	34.1	1,114	40.8	530	19.4	154	5.6	2,730	100.0	0	46	2,776
1980-81	939	34.2	1,131	41.2	520	19.0	153	5.6	2,743	100.0	0	33	2,776
1981-82	947	34.3	1,148	41.6	511	18.5	152	5.5	2,758	100.0	0	18	2,776
1982-83	955	34.4	1,165	42.0	502	18.1	151	5.4	2,773	100.0	0	3	2,776
1983-84	963	34.5	1,182	42.4	493	17.7	150	5.4	2,788	100.0	0	0	2,788
1984-85	971	34.6	1,200	42.8	484	17.3	149	5.3	2,804	100.0	0	0	2,788

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Alberta	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	497	33.2	567	37.8	300	20.0	135	9.0	1,499	100.0	0	14	1,513
1976-77 *	542 (1.9)	35.1	592 (0.6)	38.4	279 (-1.9)	18.1	129 (-0.6)	8.4	1,542	100.0	0	6	1,548
1977-78 *	600 (2.1)	37.2	588 (-2.0)	36.4	296 (0.2)	18.3	130 (-0.3)	8.1	1,614	100.0	0	6	1,620
1978-79	613	38.0	612	37.9	266	16.5	123	7.6	1,614	100.0	0	6	1,620
1979-80	626	38.8	636	39.4	237	14.7	115	7.1	1,614	100.0	0	6	1,620
1980-81	639	39.6	660	40.9	208	12.9	107	6.6	1,614	100.0	0	6	1,620
1981-82	652	40.4	684	42.4	179	11.1	98	6.1	1,614	100.0	0	6	1,620
1982-83	665	41.2	709	43.9	150	9.3	90	5.6	1,614	100.0	0	6	1,620
1983-84	678	42.0	733	45.4	121	7.5	82	5.1	1,614	100.0	0	6	1,620
1984-85	691	42.8	757	46.9	92	5.7	74	4.6	1,614	100.0	0	6	1,620

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Calgary	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	236	28.1	377	44.9	209	24.9	18	2.1	840	100.0	0	45	885
1976-77 *	271 (2.2)	30.3	379 (-2.6)	42.3	226 (0.3)	25.2	19 (0.0)	2.1	895	100.0	0	38	933
1977-78 *	295 (1.3)	31.6	412 (2.1)	44.2	204 (-3.3)	21.9	22 (0.3)	2.4	933	100.0	0	64	997
1978-79	302	32.4	426	45.7	188	20.1	18	1.9	933	100.0	0	64	997
1979-80	310	33.2	440	47.2	171	18.3	13	1.4	933	100.0	0	64	997
1980-81	317	34.0	454	48.7	154	16.5	8	0.9	933	100.0	0	64	997
1981-82	325	34.8	468	50.2	137	14.7	4	0.4	933	100.0	0	64	997
1982-83	332	35.6	482	51.7	120	12.9	0	0.0	933	100.0	0	64	997
1983-84	340	36.4	496	53.2	99	10.6	0	0.0	933	100.0	0	64	997
1984-85	347	37.2	510	54.7	77	8.3	0	0.0	933	100.0	0	64	997

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Lethbridge	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	19	12.6	78	51.6	51	33.8	3	2.0	151	100.0	1	0	152
1976-77 *.....	19 (-0.3)	12.3	85 (3.6)	55.2	45 (-4.6)	29.2	5 (1.2)	3.2	154	100.0	0	0	154
1977-78 *.....	23 (2.2)	14.5	82 (-3.6)	51.6	50 (2.2)	31.4	4 (-0.7)	2.5	159	100.0	0	0	159
1978-79	24	15.3	84	53.1	47	29.6	3	2.0	159	100.0	0	0	159
1979-80	26	16.1	87	54.6	44	27.8	2	1.5	159	100.0	0	0	159
1980-81	27	16.9	89	56.1	41	26.0	2	1.0	159	100.0	0	0	159
1981-82	28	17.7	92	57.6	38	24.2	1	0.5	159	100.0	0	0	159
1982-83	29	18.5	94	59.1	36	22.4	0	0.0	159	100.0	0	0	159
1983-84	31	19.3	96	60.6	33	20.1	0	0.0	159	100.0	0	0	159
1984-85	32	20.1	99	62.1	28	17.8	0	0.0	159	100.0	0	0	159

Actual and Projected Rank Distribution of Full-time Faculty by Province, 1975-76 to 1984-85

British Columbia	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76	698	27.8	859	34.2	896	35.7	57	2.3	2,510	100.00	192	68	2,770
1976-77	746	29.1 (1.3)	887	34.6 (0.4)	880	34.3 (-1.4)	51	2.0 (-0.3)	2,564	100.00	157	60	2,781
1977-78	761	28.0 (-1.1)	946	34.8 (0.2)	870	32.0 (-2.3)	141	5.2 (3.2)	2,718	100.00	141	0	2,859
1978-79	767	28.2	960	35.3	854	31.4	140	5.1	2,721	100.00	138	0	2,859
1979-80	773	28.4	974	35.8	838	30.8	139	5.1	2,724	100.00	135	0	2,859
1980-81	779	28.5	989	36.2	823	30.2	138	5.1	2,729	100.00	130	0	2,859
1981-82	785	28.7	1,004	36.7	808	29.6	137	5.0	2,734	100.00	125	0	2,859
1982-83	791	28.9	1,019	37.2	793	29.0	136	5.0	2,739	100.00	120	0	2,859
1983-84	797	29.0	1,034	37.7	778	28.4	135	4.9	2,744	100.00	115	0	2,859
1984-85	803	29.2	1,050	38.2	763	27.7	134	4.9	2,750	100.00	109	0	2,859

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

British Columbia	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	515	30.1	518	30.3	637	37.3	39	2.3	1,709	100.0	166	0	1,875
1976-77 *.....	548 (1.8)	31.9	534 (1.2)	31.1	616 (-1.4)	35.9	19 (-1.2)	1.1	1,717	100.0	144	1	1,862
1977-78 *.....	561 (0.1)	30.2	564 (1.1)	30.4	610 (-1.1)	32.9	119(1) (0.0)	6.4	1,854	100.0	117	0	1,971
1978-79	575	31.0	592	31.9	577	31.1	110(1)	5.9	1,854	100.0	117	0	1,971
1979-80	590	31.8	619	33.4	544	29.3	100(1)	5.4	1,854	100.0	117	0	1,971
1980-81	605	32.6	648	34.9	510	27.5	91	4.9	1,854	100.0	117	0	1,971
1981-82	620	33.4	675	36.4	476	25.7	83	4.4	1,854	100.0	117	0	1,971
1982-83	634	34.2	703	37.9	443	23.9	74	3.9	1,854	100.0	117	0	1,971
1983-84	649	35.0	730	39.4	410	22.1	65	3.4	1,854	100.0	117	0	1,971
1984-85	664	35.8	758	40.9	376	20.3	56	2.9	1,854	100.0	117	0	1,971

(1) From 1977-78 to 1984-85, 100 faculty members who were classified under Rank Below Lecturer or Instructor were transfered to the Lecturer/Instructor category for the purpose of this report.

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Simon Fraser	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *.....	98	25.2	154	39.7	118	30.4	18	4.6	388	100.0	10	19	417
1976-77 *.....	109 (0.6)	25.8	161 (-1.5)	38.2	132 (0.9)	31.3	20 (0.1)	4.7	422	100.0	13	0	435
1977-78 *.....	109 (-1.1)	24.7	175 (1.5)	39.7	135 (-0.7)	30.6	22 (0.3)	5.0	441	100.0	15	0	456
1978-79	112	25.5	182	41.2	127	28.8	20	4.5	441	100.0	15	0	456
1979-80	116	26.3	188	42.7	119	27.0	18	4.0	441	100.0	15	0	456
1980-81	120	27.1	195	44.2	111	25.2	15	3.5	441	100.0	15	0	456
1981-82	123	27.9	202	45.7	103	23.4	13	3.0	441	100.0	15	0	456
1982-83	127	28.7	208	47.2	95	21.6	11	2.5	441	100.0	15	0	456
1983-84	130	29.5	215	48.7	87	19.8	9	2.0	441	100.0	15	0	456
1984-85	134	30.3	221	50.2	79	18.0	7	1.5	441	100.0	15	0	456

Actual and Projected Rank Distribution of Full-time Faculty by University, 1975-76 to 1984-85

Victoria	Full Professor		Associate Professor		Assistant Professor		Lecturer/ Instructor		Sub-total		Rank Below Lecturer or Instructor	Other	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	No.
1975-76 *	85	20.6	187	45.3	141	34.1	0	0.0	413	100.0	16	49	478
1976-77 *	89 (0.3)	20.9	192 (-0.1)	45.2	132 (-3.1)	31.0	12 (2.8)	2.8	425	100.0	0	59	484
1977-78 *	91 (0.6)	21.5	207 (3.7)	48.9	125 (-1.4)	29.6	0	0.0	423	100.0	9	0	432
1978-79	94	22.3	213	50.4	116	27.3	0	0.0	423	100.0	9	0	432
1979-80	98	23.1	220	51.9	105	25.0	0	0.0	423	100.0	9	0	432
1980-81	101	23.9	226	53.4	96	22.7	0	0.0	423	100.0	9	0	432
1981-82	104	24.7	233	54.9	86	20.4	0	0.0	423	100.0	9	0	432
1982-83	108	25.5	238	56.4	77	18.1	0	0.0	423	100.0	9	0	432
1983-84	111	26.3	245	57.9	67	15.8	0	0.0	423	100.0	9	0	432
1984-85	115	27.1	251	59.4	57	13.5	0	0.0	423	100.0	9	0	432